Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9

) Hearing Folder (better set one up for this)

~~CONFIDENTIAL~~

20 June 1986

MEMORANDUM FOR THE DIRECTOR INTELLIGENCE COMMUNITY STAFF

SUBJECT: Briefing by SSCI Staff on Upcoming Personnel Review & Hearings

1. At 1000 hours today, SSCI Staff Director Bernie McMahon and staffer Charlie Battaglia gave a briefing to Community representatives on the SSCI's upcoming personnel review. The briefing was attended by representatives from CIA, NSA, DIA, INR, and the IC Staff.

2. Mr. McMahon opened by explaining that Chairman Durenberger had set three goals for the Committee during the 99th Congress:

1) development of the National Intelligence Strategy (which Bernie feels was crucial in the Committee's successful effort to get the Senate Armed Services Committee to accept the SSCI's mark on the NFIP);

2) review of the Community's Counterintelligence & Security efforts (he said the SSCI plans to issue its report on this subject by the end of the summer); and

3) personnel.

3. Mr. McMahon said the Committee's interest in personnel is not motivated by the so-called "year of the spy", and it will not be a "witch hunt". He said there are numerous reasons for a systemmatic, Community-wide review of this area:

--the age of the Community's workforce
--the anticipated retirements due to changes in the tax recovery rule
--the growing reluctance of people to serve overseas
--State's efforts to reduce overseas billets
--the decreasing pool of quality linguists to recruit from
--the growing difficulty of attracting people to careers with the Federal government, and the growing competition from the private sector for personnel with technical skills.

4. Mr. McMahon pointed-out that the DCI has made the recruitment and retention of top quality personnel his top priority. The Committee shares the Community's concern, but there is a feeling that personnel-related issues have been presented to the Committee in a somewhat anecdotal manner. He stressed that the Committee desires to work with the Community to get a thorough understanding of the Community's analysis of its needs and problems. From this, the Committee will get a sense of what each agency is doing so there will be no need to play "catch-up" at some point later on. In addition, the

~~CONFIDENTIAL~~

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9



Committee wants to get away from its past practice of approaching personnel issues in a piecemeal (i.e., agency by agency) fashion, and believes the aforementioned problems and the challenges of the next decade make it especially appropriate at this time to take a comprehensive look at the issue.

5. Mr. McMahon said the Committee will use the same approach followed in its review of CI/CM issues. The Community will be asked:

--to review and identify all recommendations that have been made in this area, dividing those recommendations into actions that can be implemented immediately versus those that still require approval or further review;

--for those actions that can be taken immediately, identify those needing legislation to implement;

--to identify remaining problem areas where more work is needed to develop corrective actions or strategies.

6. Mr. McMahon believes that this joint approach will not only give the Committee a legislative agenda and a balanced legislative package, but will also serve to set-aside any fears of Committee "micromanagement" of this issue (i.e., the Committee will be working with the Executive Branch, not independently telling it what to do). He indicated there would be a "kick-off hearing" on or about July 24th, possibly a mid-point hearing to review progress of the staff review, and a wrap-up session in the fall at the conclusion of the effort.

7. Attached is a draft copy of letters that will go out to the Community during the week of 23 June. The letters will introduce the SSCI staff that will be sent to each agency, explain the purpose of their interviews and review, and outline what will be covered at the first hearing in July.

25X1

[redacted]

Legislative Liaison, IC Staff

cc: DD/ICS
EXO/ICS



Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9

DRAFT LETTERS TO D/CIA, D/DIA, AND D/NSA REGARDING SSCI PERSONNEL REVIEW AND HEARING

Dear Bill, Len, and Bill:

In April 1985, the Committee outlined its three goals during the 99th Congress. To date, two of these goals are well on their way in great part through your efforts and cooperation, namely the development of a National Intelligence Strategy and a comprehensive review of the federal government's counterintelligence and countermeasures capabilities and requirements to stem the loss of classified information. We are now initiating our third goal -- to review the quality and quantity of Intelligence Community personnel. The intent of this review is to ensure that the Intelligence Community employs and utilizes the very best talent available to meet the challenges delineated in the DCI's National Intelligence Strategy. This review will be undertaken from a personnel review for the functional requirements of intelligence, i.e., human intelligence and counterintelligence, technical intelligence, and analysis and dissemination. To accomplish this, the Committee will need:

1. To review more fully these functional requirements.

2. To understand the personnel goals and strategies for those functional requirements as evidenced by policies, objectives and long and short range planning.

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9



3. To review your capabilities, based upon your authorities and your programatic efforts to achieve these needs.

4. To determine the efficacy of current personnel programs (recruiting, training, pay, incentive, equal opportunity, and retirement) to attain the goal of the finest quality personnel for the Intelligence Community.

In the past ten years, the Intelligence Community personnel has grown by nearly 19 percent. While this statistic would appear to be healthy, the SSCI would need to examine whether more or less is needed as well as the implications for national security if more or less is provided.

On July 24, the SSCI will hold its initial personnel review hearing. The hearing will provide you or your representative the opportunity to define more clearly your agency's personnel goals to meet the long and short range challenges the DCI has outlined in the National Intelligence Strategy. In addition, your testimony should address the adequacy of your authorities and resources to attain these goals. We would also expect your testimony to outline your plans and programs to support the three functional missions of human intelligence and counterintelligence, technical intelligence, and analyses and to identify issues which must

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9



be resolved if you are to retain quality personnel in these areas and to attain your goals.

For the next three or four months, staff members will be meeting with your agency officials to conduct this review and to prepare a Committee report. Charles Battaglia will serve as the director of this project while _____ will be heading the team which will be reviewing personnel within your agency. To assist us, we would like a personnel point of contact who would serve as a focal point for this effort.

Sincerely,

DD

PL

Sanitized Copy Approved for Release 2011/08/18 : CIA-RDP87M01007R000501160006-9